



September 10, 2012

To: Nick Licata, City Councilmember, Chair
Housing, Human Services, Health and Culture Committee

From: Dannette R. Smith, Director, Seattle Human Services Department
Marie Kurose, Strategic Advisor

CC: Darryl Smith, Deputy Mayor
Julie Nelson, Director, Office of Civil Rights

Subject: Seattle Human Service Department's report on 2012 Race and Social Justice Initiative Work Plan

I am looking forward to sharing the Human Services Department's Race and Social Justice Work Plan with the City Council Housing, Human Services, Health and Culture Committee on September 12, 2012. This report provides an update of the department's efforts to integrate racial equity and social justice in the department's systems and infrastructure building work.

Last year, we submitted a chart that illustrated the alignment of HSD's Strategic Plan goals and guiding principles with RSJI's Racial Equity Best Practices. We also reported a priority for 2012 was looking at opportunities to improve internal policies and practices to better understand and address race-based disparities and cultural-specific needs.

This report will highlight examples of how racial equity and social justice are being integrated into current HSD initiatives and programs, and 2013 priorities and initiatives.

Attached is HSD's updated 2012 RSJI work plan.

Attachment